

Fact Sheet

Women in *Registered Apprenticeships*

Introduction

Registered Apprenticeships (RAs) are a cornerstone for skill development and career progression. For women, these programs offer a golden ticket to break traditional barriers, especially in male-dominated sectors like the semiconductor industry. As the world leans more into technology and innovation, the inclusion of women in these fields is not just a matter of equity but of economic necessity.



12.5%

As of the latest data, women constitute approximately 12.5% of all active RA participants in the U.S.¹ This figure, though gradually increasing, underscores the untapped potential.



15%

Industries with a higher representation of women in leadership roles see a 15% increase in profitability, on average.²



\$47K

9 years after enrolling in a registered apprenticeship, women could expect to earn an average of \$47,586 more than they could have otherwise expected to earn.³



20-25%

The median of women representation in the total semiconductor workforce lies in the 20 – 25% range.⁴



45th

The U.S. ranks 45th in global gender equality. RAs, especially in high-paying sectors like semiconductor manufacturing, can be pivotal in improving this rank by providing more lucrative opportunities for women in the workforce.⁵

Challenges Faced by Women in RAs

- **Cultural Stereotypes:** Prevailing stereotypes often deter women from technical fields, painting them as 'male-oriented' professions.
- **Lack of Representation:** With fewer women in leadership roles in industries like semiconductor manufacturing, potential female apprentices lack role models.
- **Balancing Act:** The perceived challenge of maintaining work-life balance, especially in intensive apprenticeships, can be a deterrent.



Benefits of Boosting Female Participation in RAs

- **Innovation Boost:** Diverse teams, with their varied perspectives, are known to drive innovation, a critical factor for industries like semiconductor manufacturing.
- **Economic Resilience:** A diverse talent pipeline ensures industries remain resilient, adaptive, and globally competitive.
- **Community Impact:** Women, when empowered with good-paying jobs, often uplift their entire communities, leading to broader socio-economic benefits.

NIIT's Role in Championing Women in RAs



NIIT has rolled out programs specifically targeting underserved and underrepresented populations, including women. We believe that people from all walks of life can benefit from participating in RAs and they have an equal place in the semiconductor and advanced manufacturing industries.

Conclusion

Women are an important part of our nation's workforce and this applies to the semiconductor industry as well. NIIT will continue to push for DEI in workforce development for the industry, so that underrepresented populations will have equal access to RAs and career opportunities. As the semiconductor industry and other tech sectors burgeon, inclusion of women in the talent pipeline is not just desirable but imperative.

References

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